VISIT…

Vedic Management – The Holistic Approach to Managerial Excellence

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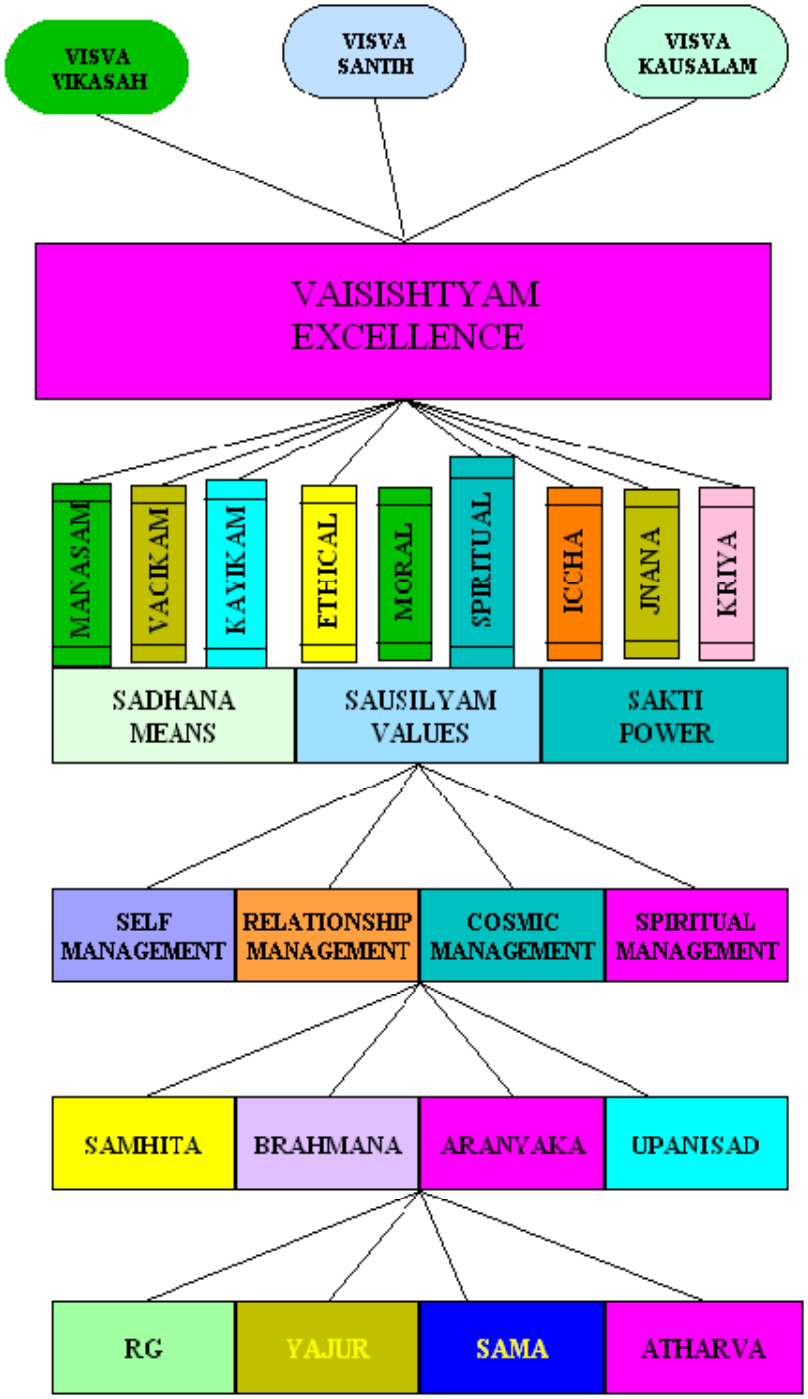
VISVA VIKASAH
VISVA SANTIH
VISVA KAUSALAM
VAISISHTYAM
EXCELLENCE
MANASAM
VACIKAM
KAYIKAM
ETHICAL
MORAL
SPIRITUAL
ICCHA
JNANA
KRIYA
SADHANA
MEANS
SAUSILYAM
VALUES
SAKTI
POWER
SELF
MANAGEMENT
RELATIONSHIP
MANAGEMENT
COSMIC
MANAGEMENT
SPIRITUAL
MANAGEMENT
SAMHITA
BRAHMANA
ARANYAKA
UPANISAD
RG
YAJUR
SAMA
ATHARVA

Trigunas

- ***Satva*** **– Equanimity, Tranquility, Detachment, Purity, Creative, Sacrifice, Disciplined, Light, Knowledge, Transactive, White**

- ***Rajas*** **– Passion, Attachment, Result-centric, Restlessness, Destructive, Ego, Selfishness, Anger, Active, Red**

- ***Tamas*** **– Indolence, Indifference, Dull, Inactive, Ignorance, Darkness, Delusion, Suffering, Inactive, Black**

Vedic Code of Conduct

- One should be blemishless and pure
- Body is given for serving others
- One's conduct shall be auspicious and acceptable to all
- There is scope for redemption of the evil people

Vedic Personality Traits

- ***Annamaya*** **– Physical, Materialistic**
- ***Pranamaya*** **– Energetic, Action-oriented**
- ***Manomaya*** **– Emotional, Sentimental**
- ***Vijnanamaya*** **– Intellectual, Judgmental**
- ***Anandamaya*** **– Creative, Visionary**

Personality Mapping based on Cakras

- *Muladhara*
- *Svadhisthana*
- *Manipura*
- *Anahata*
- *Hrdaya*
- *Visuddhi*
- *Ajna*
- *Sahasrara*

Self Excellence Checklist

- Critical Self-Diagnosis
- What are my strengths?
- What are my weaknesses? How to overcome them?
- What is my personality? How to improve?
- How to excel as an individual?

Excellence in *Karma*

- What brings you happiness Friday evenings or Monday Mornings?
- Understand activity
- Karma= Past+ Present +Future
- Follow the path of righteousness

Excellence in *Karma*

- Only doing *Karma* here, one shall wish to live a hundred years
- Act with pointed mind and one thought
- Deeds shall be pure
- One who does not work is a social evil

Excellence in *Karma*

Types of Karma

- ***Karma*** **– Action**
- ***Akarma*** **– Inaction**
- ***Vikarma*** **- Wrong action - Forbidden act**
- **Discern inaction in action and action in inaction.**

Excellence in *Karma*

Understand action and reaction

- **Reaction is a happening**
- **Anger**
- **Sadness**
- **Frustration**
- **Jealousy**
- **Despair**
- **Hatred**

Accept Facts

Seek help

Excellence in *Karma* ..contd..

Three-fold Karmas

- ***Sanjita*** **- Sum total of all accumulated *karmas***
- ***Prarabdha*** **– *karmas* that have started to yield fruit, which have to be exhausted only by experiencing**
- ***Agami*** **– *karmas* which are accumulated now to be experienced in future**

Excellence in *Karma* ..contd..

- Work for the sake of work without attachment to its fruits
- Work with a Yogic mind- Follow *Svadharma* - Choice of action- To be free from Stress - Distress
- Be fully at the present moment without guilt of the past and anxieties of the future.
- Past = History. Future = Mystery. Present = Gift (Reality)
- Think past as product of destiny *Prarabdha* and future for *Purusartha*
- Rest = Intense work

Excellence in *Karma* ..contd..

- Don't be passionate – Be *Satvic* and not *Rajasic*
- Have control over senses
- Enjoy tranquility of mind
- Be bold
- Be Steadfast
- Be Industrious – Avoid inactivity
- Be dedicated

Excellence in *Karma* ..contd..

- Law of *Karma* is based on *Dharma*
- Maximize efficiency using your proficiency
- Choice of right action
- Practise objectivity
- Appreciate the work of others
- Victory = How to manage one's desires

Excellence in *Karma* contd..

- Perform without likes and dislikes -- Unattached to the fruits of action
- Be righteous
- Infinite Strength springs from the Self
- Perform with a firm belief that you are not inferior to anyone
- Undertake knowledge propagation
- Bliss of creativity

Crisis Management

- Identify the problem
- Understand and recognise it
- Cheerful acceptance of the situation as it comes to one
- Act upon to mitigate the consequences without losing tranquility --- Equanimity
- Maintain emotional maturity --Recognizing *isvara* as the *karmaphala data* --- Accept the limitations of 3 "W"s- Wish (*Iccha Sakti),* Will *(Kriya Sakti)* , Wisdom (*Jnana Sakti*).
- Learn from past experiences and move forward

Gateway to Excellence

- **Excellence in Knowledge -Perform with Knowledge, Faith and Meditation - Knowledge leads to immortality**

- **Excellence in Transparency -Align Thought, speech and action**

  -Enter truth from untruth

Gateway to Excellence ..contd..

- **Excellence in Culture-Accept cultural diversities**

  - Speak blissful words to all including foreigners

  -Globalise but take into account local requirements

- **Cosmic Excellence-Ensure welfare of Plant life and animal life**

  -Accord importance to environmental protection

Gateway to Excellence ..contd..

- **Financial Excellence -Acquire wealth only by deeds of glory**

- **Maximize wealth**
- **Distribute wealth**
- **Conserve wealth**
- **Multiple streams of income- - *Vittam/ Vedyam***

Gateway to Excellence ..contd..

- **Excellence in Human Resource Management -Work towards the common objective**

-Be self-confident and self-motivated

-Life-time employment

-Participation in management

-Non-hierarchical

-Effective two-way communication

-Remuneration based on organisational capability

Gateway to Excellence ..contd..

- **Excellence in Value Systems**

  -Be Law-abiding in letter and spirit

  -Value systems orientation

- **Excellence in Productivity – External excellence**

  - Internal Excellence

Gateway to Excellence..contd..

Leadership Excellence -Possess three "E"s:

- **Efficiency traits/Ethical traits/Emotional traits**

Strategic Excellence -Formulate appropriate strategies

-Reign supreme in the new environment

- **Excellence in Innovation - Improve upon with new performance**

Gateway to Excellence ..contd..

◆ Excellence in Benchmarking

-Blemish less and virtuous actions

-Total Quality Management

-Customer Delight is supreme

-March towards perfection

◆ Excellence in Corporate culture

- Good Corporate Governance

- Corporate Social Responsibility (Corporate Sustainability)

Gateway to Excellence ..contd..

Common be your prayers .Common be your goal. Common be your purpose. Common be your deliberations. United be your hearts. United be your intentions. Perfect be the union amongst you.

--- Rig Veda x-191-3 to 4

THANK YOU